


~~SECRET~~

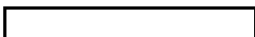



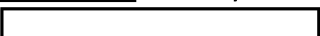
D & M

22 March 1971

NOTE FOR: Mr. Coffey MAG Procedure

Dinner, preceded by drinks, at 1800 hours in Executive Dining Room. You should be introduced to all the members at that time. After dinner group repairs to DCI Conference Room about 1900 hours where guest is invited to make formal remarks on topic either requested by group or one selected by the speaker himself. Length of talk at discretion of speaker. Question period follows--questions may be on topic presented by speaker or any other topic considered pertinent to his area of expertise. Meeting usually adjourns by 2100 hours.

25X1

FYI. The three members of MAG from DDS are  GS-14, OC;  GS-13, DDP/NE; and  GS-14, OP.  currently serves as co-chairman with  GS-13, ONE.

25X1

25X1

25X1

Atts.

Att A: Charter of MAG

Att B: 4 Bioprofiles

Att C: Current members of MAG

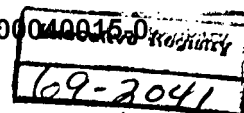
Att D: Excerpt from DD/S Staff Minutes 24 Nov 70

~~SECRET~~

STAT

Approved For Release 2003/04/29 : CIA-RDP84-00780R004000040015-0

Approved For Release 2003/04/29 : CIA-RDP84-00780R004000040015-0

SECRET

17 APR 1969

MEMORANDUM FOR: Deputy Director for Intelligence
Deputy Director for Plans
Deputy Director for Support
Deputy Director for Science & Technology

SUBJECT : Management Advisory Group (MAG)

1. I have reviewed with the Director the essence of our discussions over the past few weeks on the merits of the "Six O'Clock Group," which we will refer to in the future as the Management Advisory Group (MAG). The Director asked that we take prompt steps to establish the MAG.

2. The purposes of MAG will be substantially those which we discussed, namely:

- To provide new opportunities for a dialogue between existing management and promising, responsible CIA officers.
- To expose middle-grade officers to Agency capabilities, problems, limitations, and dynamics.
- To render an advisory service to management by identifying issues and problems, or commenting upon those already identified by management, with respect to Agency long-range planning and short-range plans, programs, and actions.
- To provide vertical communication outside (but not in violation of) formal channels.

3. The immediate task is for you to nominate participants. I would like to receive your nominations no later than 5 May since I would hope that we could have our first session sometime in early June. In forwarding the names of your nominees, please indicate their grade, age, and current position. Also indicate whether you have chosen them to serve an initial period of six months or a full-year tour. In selecting your three (3) participants, please conform

SECRETExcluded from automatic
downgrading and
declassification

SECRET

with the following criteria:

a. One participant will be selected from each of the following age brackets: 30-35; 36-40; 41-45.

b. Participants should be selected from officers in Grades 12-16, preferably with none from your Directorate having the same grade.

c. Each should possess a recent pattern of Fitness Report evaluations of at least Strong and preferably Outstanding. It would be advantageous for participants to have attended the Midcareer Course or to have had some comparable experience of Agency orientation.

d. No participant will be an Executive Assistant of the DCI, DDCI, Executive Director, or a Deputy Director in that these individuals have adequate opportunities to convey views to management.

e. Officers should be selected who can serve a one-year tour. However, in order to provide continuity one officer from each Directorate and the DCI area will be designated to initially serve only a six-month tour.

4. I have alerted the Director of Security to process promptly the appropriate Codeword clearances for each participant. In forwarding the data on each nominee, please indicate active security clearance held by each.

5. Our current thinking is that at the outset MAG will meet bi-weekly. After an initial shakedown and get-acquainted period, the MAG participants may elect to meet on a monthly basis.

6. I think we are all in agreement that the effectiveness of MAG will be a direct function of the interest and dedication of the participants. I urge you to select those who not only can make a substantial contribution and have a genuine concern for improving the continued good health of the Agency, but who are also willing to devote a substantial number of extra hours to this endeavor.

/s/

L. K. White
Executive Director-Comptroller

SECRET

STAT

Approved For Release 2003/04/29 : CIA-RDP84-00780R004000040015-0

Next 14 Page(s) In Document Exempt

Approved For Release 2003/04/29 : CIA-RDP84-00780R004000040015-0

STAT

3. [] Chief, Contract Personnel Division, OP, briefed on the Management Advisory Group (MAG). The MAG was created in 1969 and has met approximately 40 times. Its mission is fourfold:

- a. To establish a dialogue between top and middle management of the Agency;
- b. As a tool for top management to achieve a different perspective, i.e., from middle management;
- c. As a broadening device for middle management; and
- d. To provide for vertical communications channels outside the normal chain of command.

MAG has 14 members, three from each Directorate and two from the DCI area. Members are 35 to 45 years old and on one-year rotational assignments. One-third of the Group rotates every fourth month. MAG is loosely structured administratively. There are two co-chairmen who serve on a rotational basis. Generally, they have two meetings per month, after hours; extra meetings as necessary. One of the monthly meetings is a business meeting and the other is a dinner meeting usually with a senior Agency official. For instance, the Group met with the DCI in May 1970. Ideas for the Group's consideration come from the Group itself (e.g., the DCI's State of the Agency Address), individuals, subgroups, new members and on occasion by tasking from senior Agency officials. The Group's image of itself is that its members do not represent Directorates, but themselves. They

believe themselves to be a good cross-section of the Agency, independent, and a good sounding board for reactions to proposed solutions to various problems. They believe in formulating an approach or solution to problems under consideration. The Group's communication is upward, not downward. They are not a full-time research staff. In the past they have met with the MEDC (Midcareer Executive Development Course). They are not necessarily revolutionary or original. They do not have any women members. Some of the topics of current concern to MAG are personnel problems including recruitment, career development, comers lists, using more Blacks in the Agency, and the role of youth in the Agency, as well as the State of the Agency Address. Mr. Coffey wondered if the MAG had run out of things to consider. In response, [] hoped that they continue to have new ideas, especially from the new members. Mr. STAT Blake asked if [] felt MAG had had an impact on Agency policy or Agency management. [] allowed that he was not sure of the answer and was not sure that anyone knew.

incorrect mag

STAT

STAT